

**PAY DIFFERENTIAL 280**  
**SENIOR PAY; EIGHT AND ONE-HALF HOUR/NINE AND ONE-HALF HOUR**  
**WORKDAY PAY; MOTORCYCLE PAY; ADVANCED EDUCATION PAY; AND PRE**  
**AND POST SHIFT WORK ACTIVITIES PAY DIFFERENTIAL -**  
**UNIT 5 AND EXCLUDED EMPLOYEES**

Established: 07/01/03

Revised: 01/01/04, 07/01/05, 07/03/06

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
<b>Rank and File:</b>			California Highway Patrol
Officer, California Highway Patrol, Range A Only	8397	R05	
<b>Excluded:</b>			
Sergeant, California Highway Patrol, Range A Only	8394	S05	

RATE	EARNINGS ID
2% of base salary - 18 years through 227 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA2
3% of base salary - 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA3
4% of base salary - 20 years through 251 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA4
5% of base salary - 21 years through 263 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA5
6% of base salary - 22 years through 299 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA6
8% of base salary - 25 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA8
2% of base salary - 18 years through 227 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC2

**SECTION 14:****PAY DIFFERENTIALS**

<b>RATE - Continued</b>	<b>EARNINGS ID</b>
3% of base salary - 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC3
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8% of base salary - 25 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 4% of base salary or no less than \$175 per pay period for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC8

<b>CRITERIA</b>
See the criteria for each of the following individual pay differentials: Senior Pay – Pay Differential 167; Eight and One-Half Hour/Nine and One-Half Hour Workday Pay – Pay Differential 48; Motorcycle Differential Pay – Pay Differential 81; Advanced Education Pay – Pay Differential 1; Pre and Post Shift Work Activities Pay - Pay Differential 327.

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes